

**FACTORS INFLUENCING
ORGANIZATIONAL COMMITMENT IN
TECHNICAL-BASED PUBLIC LEARNING INSTITUTIONS**

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**UNIVERSITI UTARA MALAYSIA
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ORGANIZATIONAL COMMITMENT IN
TECHNICAL-BASED PUBLIC LEARNING INSTITUTIONS**

**A thesis submitted to the College of Business in partial fulfillment of the
requirement for the degree
Master of Science (Management)
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**By
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Abstract

The objective of this study is to investigate the relationship between Affective Commitment, Normative Commitment, Perceived Fairness, Training and Job Characteristics with Organizational Commitment. A total 125 respondents participated in this study. All five factors were found to have a positive relationship with Organizational Commitment. The Pearson correlation analysis conducted showed that Perceived Fairness is the strongest factor influencing Organizational Commitment. The other four factors showed a weak relationship with Organizational Commitment. The labeling of an organization as “fair” can be made off the basis of perception and reality. Fairness is ideally seen and felt throughout all levels of the organization (there by confirming it is real rather than just perceived) and can take many forms in the workplace; application of policies, procedures and the presence of unions also help in the organization activities. Equity, and in essence-fairness, is a key driver of employee engagement.

Abstrak

Objektif kajian ini adalah untuk mengkaji hubungan antara faktor-faktor seperti Komitmen Afektif, Komitmen Normatif, Keadilan Persepsi, Latihan dan Ciri-ciri Kerja dengan Komitmen Organisasi. Sebanyak 125 responden terlibat dalam kajian ini. Kelima-lima faktor telah didapati mempunyai hubungan yang positif dengan Komitmen Organisasi. Analisis Korelasi Pearson yang dijalankan menunjukkan bahawa Keadilan Persepsi adalah faktor terkuat mempengaruhi Komitmen Organisasi. Empat faktor yang lain menunjukkan hubungan yang lemah dengan Komitmen Organisasi. Pelabelan organisasi sebagai "adil" boleh dibuat dari asas persepsi dan realiti. Keadilan adalah ideal dilihat dan dirasakan sepanjang semua peringkat organisasi (dengan mengesahkan ia adalah benar bukannya hanya dilihat) dan boleh dinilai dari pelbagai aspek di tempat kerja; permohonan polisi, prosedur dan kehadiran kesatuan untuk membantu peringkat yang melaksanakan aktiviti dalam organisasi. Ekuiti, dan keadilan pada asasnya, adalah pemacu utama penglibatan pekerja.

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Table of Contents

CONTENT	PAGE
Permission to Use	ii
Abstract	iii
Abstrak	iv
Acknowledgement	v
Table of Contents	vi
List of Tables	xi
List of Figures	xiii

CHAPTER 1: BACKGROUND AND AIMS

1.0	CHAPTER INTRODUCTION	1
1.1	BACKGROUND OF THE STUDY	2
1.2	THREE - COMPONENT MODEL OF COMMITMENT	4
1.3	PROBLEM STATEMENT	7
1.4	PURPOSE OF STUDY	10
1.5	RESEARCH QUESTIONS	11
1.6	RESEARCH OBJECTIVES	12
1.7	THE VARIABLES OF THE STUDY	13
	1.7.1 Independent Variable	13
	1.7.2 Dependent Variable	13
1.8	THEORETICAL FRAMEWORK	14

1.9	HYPOTHESES	..	..	..	..	..	..	16
1.10	SIGNIFICANCE OF THE STUDY	..	..	..	..	..	..	18
1.11	CHAPTER CONCLUSION	..	..	..	..	..	..	18

CHAPTER 2: LITERATURE REVIEW

2.0	CHAPTER INTRODUCTION	..	..	..	..	..	..	19
2.1	AN OVERVIEW OF ORGANIZATIONAL COMMITMENT	..	..	..	..	..	..	20
2.2	AFFECTIVE COMMITMENT	..	..	..	..	..	..	24
2.3	NORMATIVE COMMITMENT	..	..	..	..	..	..	27
2.4	PERCEIVED FAIRNESS	..	..	..	..	..	..	28
2.4.1	Performance Appraisal	..	..	..	..	..	..	30
2.4.2	Fairness of Performance Appraisal	..	..	..	..	..	..	32
2.4.3	Distribution Justice	..	..	..	..	..	..	34
2.4.4	Procedural Justice	..	..	..	..	..	..	35
2.4.5	Interactional Justice	..	..	..	..	..	..	36
2.5	TRAINING	..	..	..	..	..	..	38
2.5.1	Motivation to Learn	..	..	..	..	..	..	43
2.5.2	Perceived Support	..	..	..	..	..	..	43
2.5.3	Training Attitudes	..	..	..	..	..	..	44
2.6	JOB CHARACTERISTICS	..	..	..	..	..	..	45
2.7	CHAPTER CONCLUSION	..	..	..	..	..	..	50

CHAPTER 3: METHODOLOGY

3.0	CHAPTER INTRODUCTION	..	..	..	..	..	51
3.1	RESEARCH DESIGN	..	..	..	..	..	51
3.2	QUESTIONNAIRE DESIGN	..	..	..	..	..	52
3.3	SAMPLING DESIGN	..	..	..	..	..	55
3.3.1	Sample Size	..	..	..	..	..	55
3.4	DATA COLLECTION TECHNIQUE	..	..	..	..	..	56
3.5	HYPOTHESES TESTING	..	..	..	..	..	56
3.6	PILOT TEST	..	..	..	..	..	58
3.6.1	Reliability and Validity	..	..	..	..	..	58
3.7	DATA ANALYSIS TECHNIQUES	..	..	..	..	..	60
3.7.1	Pearson Correlation	..	..	..	..	..	61
3.7.2	The <i>t</i> -test	..	..	..	..	..	62
3.7.3	Regression Analysis	..	..	..	..	..	63
3.7.4	Multiple Regression Analysis	..	..	..	..	..	65
3.8	CHAPTER CONCLUSION	..	..	..	..	..	66

CHAPTER 4: FINDINGS

4.0	CHAPTER INTRODUCTION	..	..	..	..	..	67
4.1	DESCRIPTIVE ANALYSIS AND DATA	..	..	..	..	..	67
4.1.1	Gender of Respondents	..	..	..	..	..	68
4.1.2	Age of Respondents	..	..	..	..	..	68
4.1.3	Religion of Respondents	..	..	..	..	..	69

4.1.4	Marital Status of Respondents	..	..	..	..	70
4.1.5	Family Status of Respondents	..	..	..	..	70
4.1.6	Education Level of Respondents	..	..	..	..	71
4.1.7	Income of Respondents	..	..	..	..	72
4.1.8	Period of Working of Respondents	..	..	..	..	73
4.2	LINEAR REGRESSION	..	..	..	..	74
4.2.1	Affective Commitment	..	..	..	..	75
4.2.2	Normative Commitment	..	..	..	..	76
4.2.3	Perceived Fairness	..	..	..	..	78
4.2.4	Training	..	..	..	..	79
4.2.5	Job Characteristics	..	..	..	..	80
4.2.6	Organization Commitment	..	..	..	..	81
4.3	INDEPENDENT SAMPLES T-TEST	..	..	..	..	82
4.3.1:	T-Test for Gender and Organization Commitment	..	..	..	..	82
4.3.2:	T-Test for Religion and Organization Commitment	..	..	..	..	83
4.4	ONE-WAY ANOVA	..	..	..	..	84
4.5	ANSWERING THE RESEARCH OBJECTIVES	..	..	..	..	85
4.5.1:	Research Objective 1: To examine the relationship between Affective Commitment and Organizational Commitment	..	..	..	..	85
4.5.2:	Research Objective 2: To examine the relationship between Normative Commitment and Organizational Commitment	..	..	..	..	86

4.5.3: Research Objective 3: To examine the effect is there between								
Perceived Fairness and Organizational Commitment	..	..						87
4.5.4: Research Objective 4: To examine the relationship between								
Training and Organizational Commitment	..	..	..					88
4.5.5: Research Objective 5: To examine the relationship between								
Job Characteristics and Organizational Commitment		..						88
4.5.6: Research Objective 6: To examine the influence of Perceived								
Fairness, Age, Family Status on Organizational Commitment								89
4.6 REGRESSION ANALYSIS	..	..	..	..	..	..		90
4.7 MULTIPLE REGRESSION ANALYSIS	..	..	..	..	..	..		91
4.8 CHAPTER CONCLUSION	..	..	..	..	..	..		92

CHAPTER 5: DISCUSSIONS, RECOMMENDATIONS AND

CONCLUSION

5.0 CHAPTER INTRODUCTION	..	..	..	..	..	..		94
5.1 DISCUSSION	..	..	..	..	..	..		94
5.2 LIMITATION OF THE STUDY	..	..	..	..	..	..		100
5.3 RECOMMENDATIONS	..	..	..	..	..	..		101
5.4 CONCLUSION	..	..	..	..	..	..		102
REFERENCES	..	..	..	..	..	..		104
APENDIX A								
APENDIX B								

List of Tables

TABLES	PAGE
Table 3.1: Summary of the Questionnaire Design	54
Table 3.2: Reliability of Pilot Test	60
Table 3.3: Strength of relationship for Coefficient correlation (r)	61
Table 4.1: Gender of Respondents	68
Table 4.2: Age of respondents	69
Table 4.3: Religion of the respondents	69
Table 4.4: Marital Status of Respondents	70
Table 4.5: Family Status of Respondents	71
Table 4.6: Education Level of Respondents	72
Table 4.7: Income of Respondents	73
Table 4.8: Period of Working of Respondents (RM / months)	74
Table 4.9: Descriptive Statistics	75
Table 4.10: Mean and Standard Deviation of Items Measuring Affective Commitment	76
Table 4.11: Mean and Standard Deviation of Items Measuring Normative Commitment	77
Table 4.12: Mean and Standard Deviation of Items Measuring Perceived Fairness	78
Table 4.13: Mean and Standard Deviation of Items Measuring Training	79

Table 4.14: Mean and Standard Deviation of Items Measuring	
Job Characteristics	80
Table 4.15: Mean and Standard Deviation of Items Measuring Organization	
Commitment	81
Table 4.16: Means, Standard Deviation and Variable	82
Table 4.17: Independent Samples Test between Gender and Organization	
Commitment	83
Table 4.18: Independent Samples Test between Religion and Organization	
Commitment	83
Table 4.19: Significance Values, F, and Significance Level, <i>p</i> -value of	
Marital Status, Family Status and Education Level	84
Table 4.20: Correlation between Affective Commitment and Organizational	
Commitment	85
Table 4.21: Correlation between Normative Commitment and Organization	86
Table 4.22: Correlation between Perceived Fairness and Organizational	
Commitment	87
Table 4.23: Correlation between Training and Organization Commitment ..	88
Table 4.24: Correlation between Job Characteristics and Organization	
Commitment	89
Table 4.25: Linear Regression Analysis	90
Table 4.26: Regression for Independent and Dependent Variables	91
Table 4.27: Multiple Regression Model Summaries	92
Table 4.28: Beta Coefficients	92

List of Figures

FIGURES	PAGE
Figure 1.0: A Three - Component Model of Organizational Commitment ..	5
Figure 1.1: Theoretical Framework of the Study	15
Figure 2.1: The Job Characteristics Model	47

1

BACKGROUND AND AIMS

1.0 CHAPTER INTRODUCTION

This study investigates the influence of organizational commitment factors among staffs in technical-based public learning institutions. Specifically, it will discuss the importance of the employee's commitment variables such as Affective Commitment, Normative Commitment, Perceived Fairness, Training and Job Characteristics on Organizational Commitment. This chapter contains (1) Background of the Study, (2) Problem Statement, (3) Objectives of the Study, (4) Research Questions, (5) Theoretical Framework, (6) Hypotheses and (7) Significance of the Study.

Part One Background of the Study explains the general description of Organizational Commitment. Part Two Problem Statement will describe the issue of this study. Part Three, Objectives of the Study, provides the detailed overview on how to achieve the objectives of this study. Part Four, Research Questions, provides the questions to be addressed in this study. Part Five, Theoretical Framework, explains the theoretical framework for this study. Part Six outlines the hypotheses of the study while Part Seven discusses the importance and purpose of this study.

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